

Responsible Drinking: Issues for the Workplace


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Knowledge Exchange Meeting

Deborah Galvin, Ph.D.

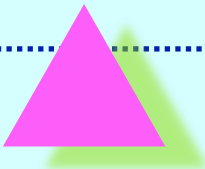


Drinking Facts

- ◆ Binge drinking is more common in men than women
 - ◆ One third of all 12th graders have been drunk in the past 30 days.
 - ◆ Alcohol is often not thought of as a drug and is the most widely abused drug in the U.S.
 - ◆ A daily glass of wine will add 10 pounds per year.
 - ◆ Alcohol is a depressant, a chemical solvent, a local anesthetic and an irritant
 - ◆ The peak blood alcohol level occurs 60 - 90 minutes after ingestion when the stomach is empty
 - ◆ Alcohol is found in many beverages and in prescription and non-prescription drugs
 - ◆ Vomiting is part of the automatic defense system of the body activated to prevent more alcohol from being absorbed.
 - ◆ Poor judgement is a natural outcome when the brain is influenced by alcohol.
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Alcohol & Violence

- ◆ **1/3 of homicides are associated with alcohol misuse**
 - ◆ **1/3 of suicides are associated with alcohol misuse**
 - ◆ **1/3 of accidental drownings are associated with alcohol misuse**
 - ◆ **1/2 of car accidents are associated with alcohol misuse**
 - ◆ **Only 7 percent of all crashes involve alcohol use, but nearly 39% of fatal crashes do. (NHTSA, 1999)**
 - ◆ **More than 2,300 anti-drunk driving laws have been passed since 1980. (NHTSA, 1996)**
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Effects At Specific B.A.C.'s

- ◆ .02-.03 no loss of coordination, slight euphoria, loss of shyness; depressant effects not apparent; mildly relaxed
- ◆ .04-.06 feeling of well-being; lower inhibitions, sensation of warmth, small impairment of reasoning & memory, emotions intensified, lowering of caution
- ◆ .07-.09 slight impairment of balance, speech, vision, reaction time and hearing; euphoria; reduced judgment & self-control; believe you are functioning better than you are
- ◆ .10 - .125 significant impairment of motor coordination and loss of good judgement, speech can be slurred, impaired balance, vision and reaction time
- ◆ .13 - .15 gross motor impairment & lack of physical control; blurred vision; major loss of balance; reduced euphoria; anxiety ; impaired judgement and perception

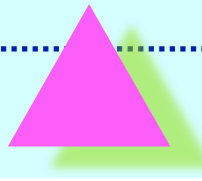
Effects at Specific BAC's cont.

- ◆ .16 - .19 dysphoria predominates, nausea may appear
- ◆ .20 feeling dazed, confused or disoriented; may need help to stand or walk; if you injure yourself you may not feel pain; gag reflex is impaired and may choke if you vomit; blackouts can happen
- ◆ .25 mental, physical and sensory functions are severely impaired; increased risk of asphyxiation from choking on vomit and of seriously injuring self by falls or other accidents
- ◆ .30 stupor - little comprehension of where you are; may pass out; difficult to awaken
- ◆ .35 comma is possible - this is level of surgical anesthesia
- ◆ .40 onset of coma & possible death from respiratory arrest




Gender Differences

- ◆ **2% of American women are heavy drinkers compared with 9% of men (SAMHSA, 1998)**
- ◆ **Women appear to become more impaired than men after drinking equivalent amounts of alcohol, achieving higher blood alcohol concentrations even when adjusted for body weight.**
- ◆ **Birth control pills slow down the rate at which alcohol is eliminated from the body.**
- ◆ **Women who drink regularly are at significantly greater risk for liver damage than men even if they drink less or drink for a shorter period of time.**





Alcohol and Medication Interactions

- ◆ **Many medications (prescription & over the counter & herbal) can interact with alcohol, thereby altering the metabolism or effects of alcohol and/or the medication.**
 - ◆ **Some of the interactions occur at moderate drinking levels and result in adverse health effects for the drinker.**
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Alcohol Consumption in the United States

Subpopulations of Drinkers in the U.S.

**Non-
Drinkers**

**33% of Adults
(No Problems)**

**Sensible
Drinkers**

**60-70%
(Avoid
Problems)**

**Transitional
& Problem
Drinkers**

**20% +
(Several
Problems)**


**Severely
Dependent
or Alcoholic**

**4% +
(Many
Problems)**






Linking Moderate Drinking with Positive Health Impacts

- ◆ A 16-year study of 13,000 people in Denmark found that a daily glass of wine may significantly reduce the risk of stroke.
 - ◆ Postmenopausal women who consume up to 15 drinks a week of beer, wine or spirits are less likely to lose bone than women who abstain from alcohol altogether. (Salonen, U of Finland, 2000)
 - ◆ Moderate drinking protects diabetics from heart disease by as much as 80% (Physicians' Health Study & Brigham & Women's Hospital Study, 1999)
 - ◆ Moderate drinking apparently lowers the risk of death from all causes (Palca, New England Journal of Medicine, 1997)
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Negative Health Impacts

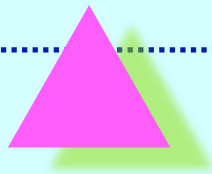


- ◆ **Prolonged heavy drinking leads to a number of serious health risks including cirrhosis, alcoholic hepatitis and liver failure as well as obesity and severe malnutrition**
 - ◆ **Increases risk of strokes caused by bleeding**
 - ◆ **Motor Vehicle crashes (.05 percent BAC or lower)**
 - ◆ **Interactions with medications**
 - ◆ **Breast cancer was approximately 50% more likely to develop in women who consumed 3 - 9 drinks per week**
 - ◆ **Birth defects (lower birth weight & IQ scores) for mothers reporting 2 or more drinks a day and Fetal Alcohol Syndrome**
 - ◆ **Moderate drinking can impair a person's nutritional status because alcohol robs the body of important nutrients including vitamins B, C and E and the minerals, zinc, selenium, calcium and magnesium.**
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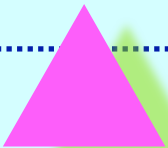
Negative Health Impacts

- ◆ Alcohol Poisoning Symptoms
 - Unconscious or semiconsciousness
 - Slow respiration (breaths) of 8 or less per minute or lapses between breaths of more than 8 seconds
 - Cold, clammy pale or bluish skin with strong odor of alcohol.





What is Moderate Drinking?


- ◆ “The meaning of the term “moderate” is highly subjective. What one person considers moderate drinking, another person may consider heavy drinking” (Dufour, 1999)
 - ◆ DHHS defines moderate drinking as no more than 1 drink a day for most women and no more than 2 drinks a day for most men. A standard drink is 12 oz of beer; 5 oz of wine or 1.5 ounces of 80 proof distilled spirits. (.5 ounce or 12 grams of absolute alcohol)
 - ◆ Average Alcohol Content (Dorenberg & Stinson, 1985)
 - Beer 4.5 % alcohol
 - Wine 12.9 % alcohol
 - Spirits 41.1 % alcohol
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Responsible Drinking?

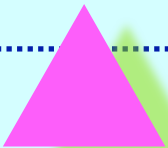
“This term was coined by the first director of the U.S. National Institute on Alcohol Abuse and Alcoholism to denote drinking that results in neither impairment nor any other "alcohol related" problems. It means different things to different people. Further, it is sometimes seen as placing the burden of responsibility on the individual without taking into consideration the promotion, sale, and service of alcohol.”

For those 21 and older:

- ◆ Drinking at a moderate or “heathy” level
 - ◆ Setting limits on amount of alcohol consumed at a gathering
 - ◆ Eating food before and while drinking
 - ◆ Diluting drinks with water to slow rate of absorption
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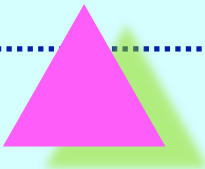
Workplace Managed Care Effective Strategies

- ◆ Health Promotion - Wellness
 - ◆ Interactive Websites
 - ◆ Peer-to-Peer
 - ◆ enhanced EAPs
 - ◆ Physician training
 - ◆ Health fairs
 - ◆ Workplace Policies
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Wellness & Health Promotion

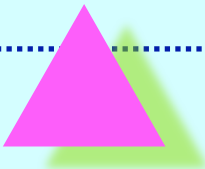
In most populations:

- ◆ 15 % of people are already health conscious and actively interested in improving their health.
 - ◆ 15 % of people are not at all interested in improving their health.
 - ◆ 70 % are generally interested in improving their health and are at various stages of awareness about how to do so.
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University of Michigan/Drink-Wise Research

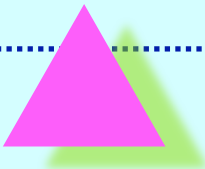
Three year study of impact of alcohol moderation counseling, wellness outreach at worksites and integration with managed care services on prevention and reduction of alcohol abuse and on utilization of disease care services involving 1,300 employees of a major university.





The DrinkWise Program

A drinking reduction and moderation program that adapts advice to each person depending on the situation.



DrinkWise is:

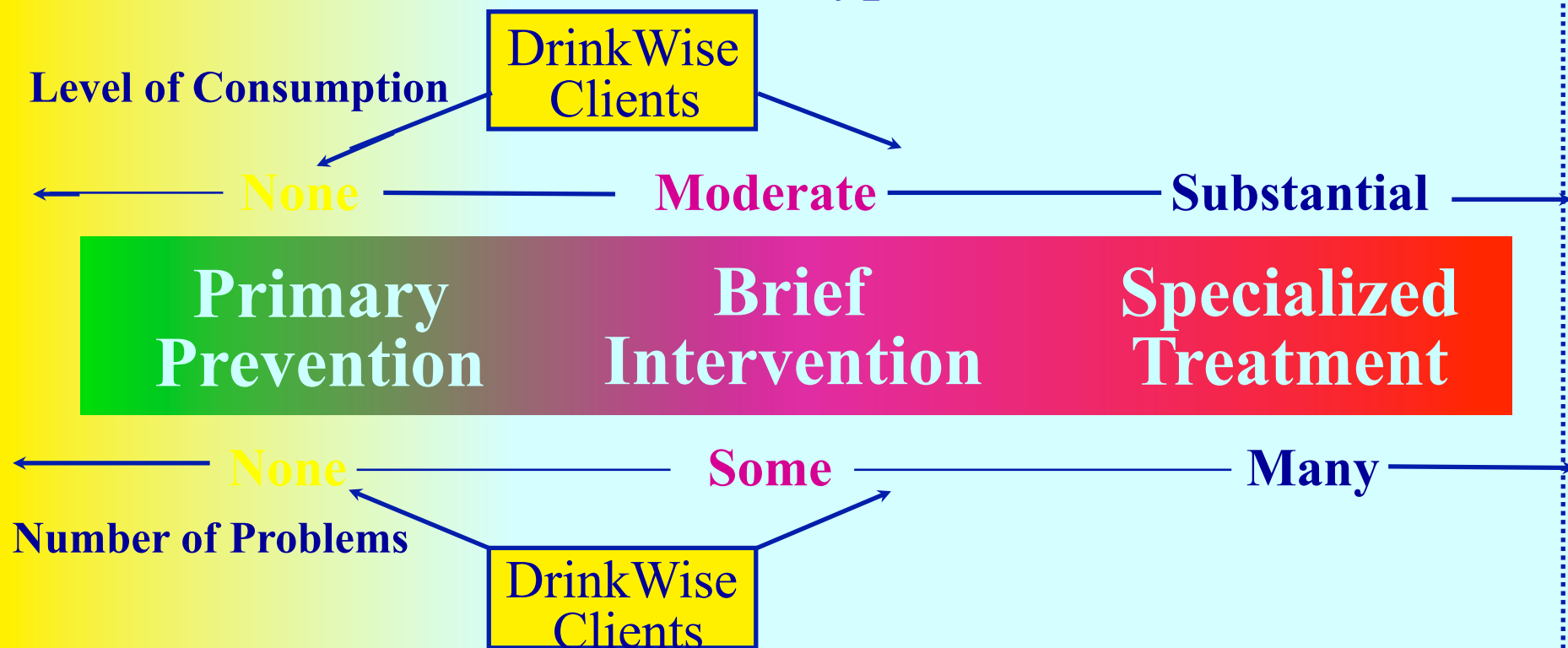
- For Problem Drinkers
- Educational
- For the Prevention of Problems
- Brief
- Research Based

DrinkWise is not:

- For the Severely Dependent
- Clinical
- Treatment
- Long Term
- Abstinence Oriented



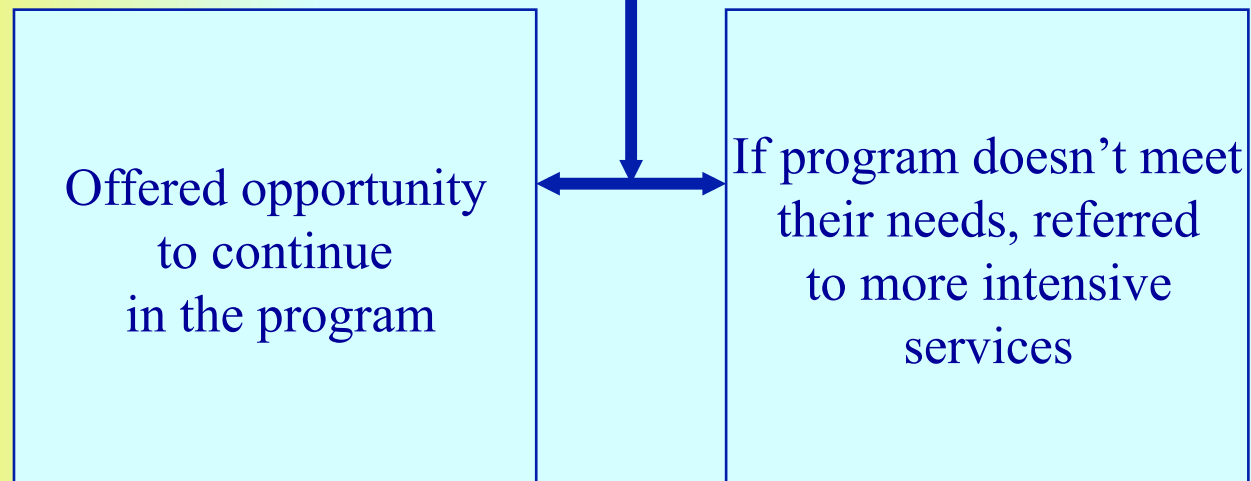
The Relationship Between Alcohol Consumption, Alcohol Problems and Types of Interventions



Institute of Medicine, Broadening the Base of Treatment of Alcohol Problems, 1990

Program Description

After initial interview





Program Description

Interview Questions About Alcohol Use

Patterns:

- ☐ Amount
- ☐ Frequency

Impact:

- ☐ Psychological
- ☐ Physical
- ☐ Legal
- ☐ Social

Family History





Program Description

- ☐ In-person format (4 sessions)
- ☐ Telephone format (4 sessions)
- ☐ Group format (5 sessions)

**3- and 9-month follow up for all
program formats**





Program Highlights

- **Drinking Diary**
- **Coping Diary**
- **Consumption and abstinence management techniques**
- **Personal goal setting**





Alcohol Consequences

Positive

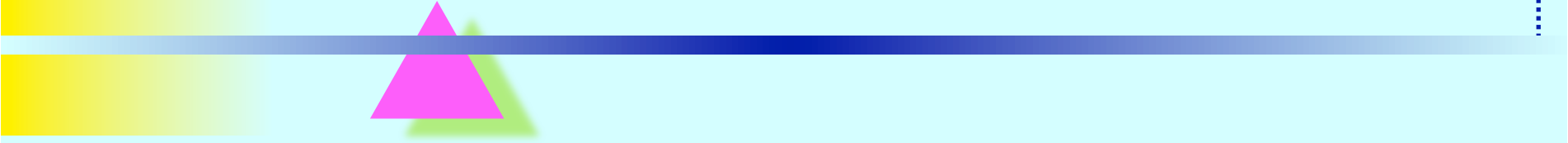
More relaxed
More assertive
Feeling numb
Enjoying the “high”
Sense of belonging
Having a good time
Forgetting worries
Enjoying the taste

Negative

Nausea, hangover
Disrupted sleep
Embarrassing yourself
Spending too much money
Missing work/school
Feeling guilty
Impaired driving
Legal problems



How to Cut Back or Quit and Lower Your Risk from Alcohol

- Write down the pros and cons for cutting down or quitting.
 - Set a limit--one that's within recommended guidelines--and stick to it.
 - Keep a diary of your drinking
 - Develop activities that are enjoyable and do not involve alcohol
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Strategies for Lowering Risk for Those Who Choose to Drink

- Pacing
- Start with non-alcoholic drink
- Eat first
- Spacing
- Limit window of drinking
- Pause when you feel a buzz
- No games and no shots





Program Outcomes

April 1, 1994 - August 30, 1999

	Program Start	Program Completion	3 Month Follow-up	9 Month Follow-up
<i>Average drinks/week</i>				
Men	22.64 (n = 160)	6.39 (-72%) (n = 160)	8.22 (-64%) (n = 112)	7.59 (-67%) (n = 66)
Women	20.98 (n = 118)	6.86 (-67%) (n = 118)	6.27 (-70%) (n = 84)	8.76 (-58%) (n = 39)



Summary



Proactive Intervention: The Wellness Outreach at Work Model

The Wellness Outreach at Work model consists of five main elements:

- an assessment of an individual's risk and their stage of readiness to change behaviors placing them at risk
 - proactive, individualized follow-up counseling
 - assurances of confidentiality for workers
 - social reinforcement of healthy behaviors
 - periodic reassessment of the health status of the population
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